

## Foreword

Thanks to Abenomics, Japan's economy has been enjoying a modest recovery, with positive signs emerging which are signaling an exit from the long period of deflation. To ensure stable growth of the Japanese economy, science, technology and innovation is important as the source and the driving force of the nation's vitality in economic growth. Japan has been achieving outstanding results in science and technology through the continuous efforts of talented individual researchers. From this point forward, Japan must make itself “the Most Innovation-friendly Country in the World” by strongly promoting policies for science, technology and innovation.

The Tokyo Olympic and Paralympic Games will be held in 2020. The Olympics will be an ideal opportunity for Japan to showcase its science, technology and innovation to other nations of the world. I am committed to Japan being a leader in addressing social issues and in showing the world a society where people are able to enjoy affluence, safety and security.

People are the main actors behind science, technology and innovation with groundbreaking results. Therefore, it is important to develop an environment where diverse human resources are able to realize their full potential.

However, research misconduct has recently gained much attention in Japan. It is necessary to re-foster a sense of ethics in researchers, to take thorough measures to prevent research misconduct and to secure society's confidence in science.

This white paper, *Building a Human Resource System that Maximizes Possibilities -- Toward Making Japan into “the Most Innovation-friendly Country in the World”*, presents an overview of the state of the human resources that play the main role in science, technology and innovation, as well as the direction for development of a human resource system that is required by all universities and public research institutions in Japan.

Initiatives to secure human resources, which are described as Japan's greatest resources, and to improve systems that enable the right people to be placed in the right jobs are keys for Japan to be on par with other countries of the world. The government will continue making an all-out effort to realize these initiatives.

I hope that this white paper helps the Japanese people to understand the state of their government's policies for promoting science and technology, and that it helps all concerned in their future endeavors.

June 2014

**Hakubun Shimomura**

Minister of Education, Culture, Sports, Science and Technology